



FUTURE ISSUES FOR

SOCIAL

WORK

PRACTICE

Edited by

PAUL R. RAFFOUL

C. AARON MCNEECE

Future Issues for Social Work Practice

Edited by

Paul R. Raffoul

University of Houston

C. Aaron McNeece

Florida State University

Allyn and Bacon

Boston • London • Toronto • Sydney • Tokyo • Singapore

Vice President, Social Science: Susan Badger
Executive Editor: Karen Hanson
Managing Editor, Social Work: Judy Fifer
Series Editorial Assistant: Jennifer Jacobson
Executive Marketing Manager: Joyce Nilsen
Editorial-Production Service: Electronic Publishing Services Inc.
Manufacturing Buyer: Aloka Rathnam
Cover Administrator: Suzanne Harbison



Copyright © 1996 by Allyn & Bacon
A Simon & Schuster Company
Needham Heights, Massachusetts 02194

All rights reserved. No part of the material protected by this copyright notice may be reproduced or utilized in any form or by any means, electronic or mechanical, including photocopying, recording, or by any information storage and retrieval system, without written permission from the copyright owner.

Library of Congress Cataloging-in-Publication Data

Future issues for social work practice / edited by Paul R. Raffoul &
C. Aaron McNeece.

p. cm.

Includes bibliographical references.

ISBN 0-205-17429-9

1. Social service—United States—Forecasting. 2. Social
prediction—United States. I. Raffoul, Paul R. II. McNeece, Carl
Aaron.

HV91.F87 1996

361.3'2—dc20

95-25264
CIP

Printed in the United States of America

10 9 8 7 6 5 4 3 2 99 98 97

*To
Social Workers of the Future*

Preface

Editing a book on the future of social work is a formidable challenge, so we took the coward's way out by seeking safety in numbers. We called on those persons with reputations for being the most knowledgeable in the field to assist us with this task. Sometimes there was agreement on the major issues confronting us, sometimes not. Only rarely did we reach a consensus about what is likely to happen in a given field of practice. Nevertheless, what the reader will find in the following pages represents the collective wisdom of hundreds of years of practice, research, teaching, and policy experience. The task we set out to accomplish was to prepare a book that might assist in preparing students and practitioners for the rapidly changing future that will inevitably confront all social workers. We expect that we will be wrong about some of our predicted issues and outcomes, at best because we have stimulated enough thought and discussion to push us toward more attractive "alternative" futures, at worst because we just are not very skilled at this type of prognostication.

Part I begins with a discussion of the implications of demographic changes on social welfare services in the next century. These changes almost certainly mean that social welfare as we currently know it will cease to exist in the near future. This is followed by a discussion of how social work is going digital, and whether we will be able to adapt to rapid technological change, especially changes in information technology. The final chapter is about accountable practice in the next century and predicting how social work effectiveness will be measured, and it discusses the benefits and problems related to future technological innovations and suggests ways of preparing ourselves for future accountable practice.

Parts II through VII deal with future issues in several different fields of social work practice. Part II, deals with potentially explosive issues such as health care rationing, new paradigms for health care, and the dramatic increase in HIV and AIDS, especially among adolescents. It also examines the impact of all of these changes on health care social work. Part III looks at the changes in mental health, clinical, and private practice. One author examines the refinement of empirical social work practice. Another discusses the impact of man-

aged care on mental health services. Still another speculates about some alternative modes of private practice in the next century. The role and function of the DSM-IV and its impact on clinical practice is also reviewed. The authors of Part IV examine the major issues of aging: services needed by a rapidly growing older population, alternative models for providing services to the elderly, the role of universities in training social work aging specialists, and the impact of caregiver stress. Part V deals with issues relevant to women, children, and families. The first two chapters paint a stark picture of current services for children and adolescents and the crisis in foster care. The next presents a detailed analysis of the problem of violence against women. Another looks at the ever-changing structure of American families, and the final chapter focuses on the problem of teenage pregnancy. Part VI is concerned with social services administration. These three chapters present different perspectives on new organizational forms, privatization, the decline of professionalism, the impact of technology on management and control, multiculturalism, and empowerment. Part VII looks at policy, politics, and activism in social work. One author examines the future prospects for radical social work, and another examines the relationship between activism and professionalism. Still another chapter describes a widening gap between the ideal social welfare policy and what can realistically be expected beyond the year 2000, and the final chapter in this section predicts that political social work will become a legitimized activity within social work practice and social work education by the year 2000.

In Part VIII, the concluding section, the first chapter examines the current status and future prospects for social work research, and the other deals with how social workers might prepare for the changes that technology, computers, and the Information Revolution will bring, and what kind of value conflicts those technological changes will create.

We don't offer a single vision of the future but rather several alternative visions. It is our hope that the profession of social work will be able to weave its way between the bleakest and more dire of these alternatives and arrive at a future that holds out the promise of a better life for those we serve.

Paul R. Raffoul, Ph.D.
C. Aaron McNeece, Ph.D.
St. George's Island, FL

Contents

Preface xvii

Part I Overview 1

- 1 **Future Demographic Change: The Demand for Social Welfare Services in the Twenty-First Century 3**
by Steve H. Murdock and Martha Michael
Future Demographic Trends in the United States 6
Implications of Future Population Change for Socioeconomic Need and Social Service Usage in the United States 10
Implications of Future Demographic Trends for Welfare Programs 14
References 17
- 2 **Information Technology: How Social Work is Going Digital 19**
by Wallace J. Gingerich and Ronald K. Green
The Information Technology Explosion 19
What is Information Technology? 20
Information Technology of the Future 20
The Information Revolution 21

<i>Information Technology and Social Work Practice</i>	22
<i>Client Records Will Be Automated</i>	22
<i>Routine Tasks Will Be Automated</i>	23
<i>Self-Help Technologies</i>	23
<i>Community Will Be Defined Electronically</i>	23
<i>Access to Services Will Be Immediate</i>	24
<i>Information Technology and Education</i>	25
<i>Educational Methods</i>	25
<i>Educational Content</i>	26
<i>The Retooling of Current Social Workers</i>	26
<i>Some Reflections on Going Digital</i>	26
3 Measuring Effectiveness of Social Work Practice: Beyond the Year 2000	29
by Berit Ingersoll-Dayton and Srinika Jayaratne	29
<i>Future Trends in Accountable Practice</i>	29
<i>Measuring Practice Effectiveness in the Next Century</i>	31
<i>Future Technological Innovations in Direct Social Work Practice</i>	31
<i>Future Technological Innovations in Administrative Practice</i>	32
<i>Potential Benefits and Problems Related to Future Technological Innovations</i>	33
<i>Potential Benefits</i>	33
<i>Potential Problems</i>	34
<i>Preparing Ourselves for Future Accountable Practice</i>	35

Part II Health Care 37

4 Health Care and Rationing	39
by George Magner	
<i>Rationing Today</i>	40
<i>Twenty Years Later</i>	41
<i>Conclusion</i>	46
<i>References</i>	47
5 HIV/AIDS and Adolescents: Future Trends and Changing Sexual Mores	49
by David F. Sly and Dianne F. Harrison	
<i>The Potential for New Disease Emergence</i>	50
<i>The Future Course of HIV/AIDS among Adolescents</i>	52

<i>HIV Transmission beyond the Turn of the Century</i>	
<i>among Adolescents</i>	53
<i>Implications for Social Work</i>	56

6 From Health Care to Health: A Look Ahead to 2010 58

by Stephen Gorin and Cynthia Moniz	
<i>The Emergence of the Current System</i>	58
<i>The Limits of Medical Care</i>	60
<i>A New Paradigm for Health</i>	61
<i>A New Role for Social Work</i>	61
<i>Implications for Practice and Education</i>	62
<i>References</i>	64

7 Beyond 2000: The Future of Hospital-Based Social Work Practice 66

by Catherine A. Clancy	
<i>Health Care Social Workers</i>	67
<i>Community Practice</i>	68
<i>Community Treatment</i>	68
<i>Multiservice Center Practitioner</i>	69
<i>Service Delivery</i>	69
<i>Graduate Training</i>	71
<i>Supervision</i>	72
<i>Continuing Education</i>	72
<i>Conclusion</i>	72
<i>References</i>	73

Part III Mental Health 75

8 Social Work Practice in the Year 2006: A Developing Empirical Clinical Science 77

by Bruce A. Thyer	
<i>References</i>	84

9 Swimming with the Sharks or Walking in the Garden of Eden: Two Visions of Managed Care and Mental Health Practice 85

by Robert I. Paulson	
<i>Current Trends</i>	85

1.	<i>The Merging of Public and Private Sector Care</i>	85
2.	<i>The Dominance of Managed Care in the Public and Private Sectors</i>	86
3.	<i>Merger, Acquisition, and Alliance Fever and the Blending of Insurers, Managed Care Entities, and Providers</i>	86
4.	<i>Continued Development of Integrated Provider Networks and Mixed Large-Volume Purchasers</i>	86
5.	<i>Increased Nongovernmental Regulation of Practice</i>	86
6.	<i>Greater Risk Sharing among All Parties</i>	87
7.	<i>Pressure to Integrate Behavioral and Physical Health Care and Increased Access to Primary Care</i>	87
8.	<i>Price, Outcomes, Service, and Quality as Key Buying Factors for Purchasers of Health Care</i>	87
9.	<i>Continued Advances in Neuroscience, Psychopharmacology, Genetics, and Biotechnology</i>	87
10.	<i>Necessity for the Development of Community-Based Innovations</i>	88
11.	<i>Increasing Roles for Consumers and Family Members (Secondary Consumers)</i>	88
12.	<i>Expansion of Need and Demand Populations</i>	88
13.	<i>Technological Advances in Computers, Communications, and Management Information Systems</i>	89
	<i>Undecided Policy Issues</i>	89
	<i>Swimming with the Sharks and Barracudas</i>	89
	<i>Walking in the Garden of Eden</i>	92
	<i>Implications and Conclusions</i>	94
	<i>Reference</i>	96

10	The Future of Private Practice	97
	by Kimberly Strom	
	<i>Defining Private Practice</i>	97
	<i>The Background of Private Practice</i>	98
	<i>Private Practices of the Future</i>	100
	<i>The Adaptive Practice</i>	100
	<i>The Orthodox Practice</i>	104
	<i>Summary</i>	105
	<i>References</i>	106

11	The Future of the DSM-IV in Social Work Practice	107
	by Gayle Klaybor	
	<i>Evolution of the DSM</i>	107
	<i>Social Work and the DSM</i>	110
	<i>Predictions</i>	111
	<i>References</i>	114

Part IV Gerontology 115

- 12 Aspects of Aging in the Twenty-First Century:
Opposing Viewpoints 117**
by Kennard W. Wellons
*An Optimistic or a Pessimistic Twenty-First
Century Scenario?* 118
Services: Type, Numbers, and Needs 119
The Elder Care Generalist 120
Strange Bedmates: A New Partnership 121
Corporate Participation 121
Role of the Area Agency on Aging 122
The Role of Institutions of Higher Education 123
The Senior Center 123
A Caveat 123
References 124
- 13 Caregiver Stress, Long-Term Care, and Future
Social Work Practice 125**
by Rebecca J. Walker
Forestalling Dependence 129
Mitigating the Effects of Dependence 132
The Role of Social Work 135
Conclusion 136
References 136

Part V Women, Children, and Families 139

- 14 An Agenda for Child and Youth Well-Being 141**
by Rosemary C. Sarri
The Need for Change 142
Sociodemographic Trends 143
Out-of-Home Care of Children and Youth 145
*A Framework for Conceptualizing Youth and Social
Policy Responses* 146
Systems of Social Control 147
What Can We Do? 148
References 149
- 15 Foster Care Trends and Issues 151**
by Creasie Finney Hairston
Current Trends 151

	<i>Current Initiatives</i>	153
	<i>Future Foster Care Models</i>	154
	<i>Future Problems</i>	156
	<i>Future Vision of Foster Care</i>	157
	<i>References</i>	158
16	The Single Greatest Health Threat to Women: Their Partners	159
	by Paula S. Nurius, Marian Hilfrink, and Rosemary Rifino	
	<i>Brokers, Bridgers, Advocates, Organizers—Social Workers' Many Opportunities to be Part of the Solution</i>	160
	<i>Impact of the Problem: Today and Tomorrow</i>	161
	<i>Practice Priorities for the Future</i>	165
	<i>Visions of the Future: Paralysis or Catalyst?</i>	167
	<i>The Future Starts Today</i>	168
	<i>Notes</i>	169
	<i>References</i>	170
17	Headed for the Future: Families in the Twenty-First Century	172
	by Karen A. Holmes	
	<i>Back to the Future?</i>	172
	<i>What is Family?</i>	173
	<i>Pre-Industrial Era</i>	174
	<i>Post-Industrial Era</i>	174
	<i>Two Future Scenarios</i>	176
	<i>Families in the New Millennium</i>	178
	<i>Implications for Practice</i>	178
	<i>Headed for the Future</i>	178
	<i>References</i>	179
18	Teen Pregnancy in the Twenty-First Century	180
	by Maxine L. Weinman and Peggy B. Smith	
	<i>Teen Pregnancy and the Supreme Court Abortion Decision</i>	181
	<i>The Emergence of Psychosocial Issues</i>	181
	<i>Social Work Intervention and Teen Pregnancy: Into the Twenty-First Century</i>	183
	<i>Geographical</i>	183
	<i>Political</i>	184
	<i>Educational</i>	185
	<i>Conclusion</i>	186
	<i>References</i>	187

Part VI Administration 189

19 The Administration of Human Services—What Lies Ahead? 191	
by Yeheskel Hasenfeld	
<i>A Changing Environment</i>	192
<i>The Decline of the Welfare State and the Rise of Inequality</i>	192
<i>The Privatization and Commercialization of Human Services</i>	192
<i>Changing Human Needs</i>	193
<i>Ethnic Diversity</i>	194
<i>The Information Revolution</i>	195
<i>The New Administration of Human Services</i>	195
<i>Emergence of New Organizational Forms</i>	195
<i>The Ascendancy of Fiscal Management and the Decline of Professionalism</i>	196
<i>Marketing and Public Relations</i>	197
<i>Transformational Leadership and Network Structure</i>	197
<i>Innovative Service Technologies</i>	198
<i>Internal Monitoring and Control</i>	199
<i>Diverse Workforce and a Multicultural Organization</i>	199
<i>Client-Centered Relations</i>	200
<i>Conclusion</i>	201
<i>References</i>	201
20 The Multicultural Imperative in Human Services Organizations: Issues for the Twenty-First Century 203	
by Lorraine Gutiérrez and Biren A. Nagda	
<i>The Problem</i>	203
<i>The Multicultural Human Service Organization</i>	206
<i>Strategies for Developing Multicultural Human Service Organizations</i>	208
1. <i>Tight Coupling of Ideology/Culture/Practice</i>	208
2. <i>Coalition with Similar/Allied Organizations</i>	209
3. <i>Diversification of Programs and Resources</i>	209
4. <i>Changes in Social Work Education</i>	210
<i>Conclusion</i>	210
<i>References</i>	212

21 Human Service Organizations of the Future 214

by Jean Kantambu Latting

Where We Came From 214

Where We Are 215

The Two-Tier Society 216

Emergence of Knowledge Work 216

Overwork and the Decline of Leisure 217

Organizational Transformation 217

Status of Human Service Organizations 218

Where We Are Going 219

*Reframing the Organization's Relationship to Its
Environment* 219

Organizational Redesign 220

Employee Empowerment 222

Organizations as the New Community 223

Redefinition of Managerial Roles 224

Conclusion 225

References 225

Part VII Policy, Politics, and Activism 227

22 Radical Social Work: Is There a Future? 229

by John F. Longres

Historical Background 229

Radical Social Work 230

Revolutionary Marxists 232

Social Democrats 232

Evolutionary Marxists 232

Clinical Practice and Social Activism 232

Changes in the Thrust of Social Work Practice 233

Is There a Future? 234

*Can the Situation Be Changed and Can Social
Work Help?* 235

Whom Do Social Workers Serve? 236

What Now? 237

References 238

23 The Future of Professionalism and Activism in Social Work 240

by Linda Reeser

The Nature of Professions 241

Regulation and Control 242

*Whence and Wither Social Work's Commitment to the Poor and
Working Class?* 243

<i>Private Visions versus Public Agendas</i>	244
<i>Values, Ethics, and Professional Standards</i>	245
<i>Social Work Education's Responses to the Demands of the Environment</i>	248
<i>Changing Practice Contexts</i>	248
<i>Changing Political Contexts</i>	248
<i>Diversity</i>	249
<i>Global Influences</i>	250
<i>Social Work Mission for the Twenty-First Century</i>	250
<i>References</i>	252

24 The Future of Social Welfare Policy 254

by Diana M. DiNitto	
<i>More Residual, Less Universal</i>	254
<i>Why More Residualism?</i>	257
<i>Workfare, Not Welfare</i>	258
<i>The IRS, Not HHS</i>	259
<i>Majorities or Minorities?</i>	260
<i>Conservatives and Centrists, Not Liberals</i>	261
<i>The Private Sector, Not the Public Sector</i>	261
<i>Income Inequality, Not Income Equality</i>	262
<i>Computers, Not Cash or Paper</i>	263
<i>Despair or Hope?</i>	263
<i>Conclusion</i>	264
<i>References</i>	264

25 The Future of Political Social Work 266

by Karen S. Haynes	
<i>Definition</i>	266
<i>History and Current Status</i>	267
<i>Harbingers of Change</i>	269
<i>Forces within the Profession</i>	269
1. <i>Political Social Work Connects to Case and Class Advocacy</i>	269
2. <i>Both Professional Associations Have Increasingly Supported This Specialization</i>	270
3. <i>Demographics of Social Work Students Has Changed</i>	271
<i>Forces External to the Profession</i>	271
1. <i>Women Are Participating in Politics in Larger Numbers</i>	271
2. <i>The Strength of Political Incumbency Will Be Reduced</i>	272
3. <i>Campaign Fund-Raising and Financing Will Need to Improve</i>	272
4. <i>Social Work Issues Have Become the Political Issues</i>	272
5. <i>1993 Hatch Act Revisions Permit Greater Involvement</i>	273
6. <i>Technology Will Increase Access to the Political Process</i>	273
7. <i>Lobbying Rights for Nonprofits Have Been Expanded</i>	273
<i>Vision for the Future</i>	273

<i>Conclusion</i>	275
<i>Notes</i>	275
<i>References</i>	275

Part VIII *Future Directions* 277

26 <i>The Poverty of Social Work: Deficient Production, Dissemination, and Utilization of Practice-Relevant Scientific Information</i>	279
by Matthew Owen Howard and M. Dow Lambert	
<i>I. Deficient Production of Practice-Relevant Scientific Information</i>	280
<i>A. Human Capital Issues</i>	280
<i>B. Quality of the Social Work Literature</i>	283
<i>II. Deficient Dissemination of Scientific Information to Practitioners</i>	286
<i>III. Deficient Utilization of Practice-Relevant Scientific Information</i>	286
<i>Implications for the Future of Social Work</i>	287
<i>References</i>	290
27 <i>Social Work and the Future: Some Final Thoughts</i>	293
by Paul R. Raffoul	
<i>Do We Have the Political Will to Change?</i>	294
<i>How Do We Create This Change?</i>	294
<i>Technology and Social Work</i>	295
<i>What Can Social Work Do to Prepare for These Changes?</i>	296
<i>Taking Advantage of the Superhighway</i>	296
<i>Anticipated Value Conflicts for Social Work</i>	298
1. <i>Widening the Gap between the Haves and the Have-Nots</i>	298
2. <i>New Privacy and Confidentiality Issues</i>	299
<i>Conclusion</i>	299
<i>References</i>	300
<i>List of Contributors with E-mail Addresses</i>	300

Part I

Overview

The first two chapters set the tone of the discussion for the rest of the book. Chapter 1 is the only chapter written entirely by scholars outside the profession of social work. Demographers Murdock and Michael take a close look at the ever-changing population of the United States and the implications of those changes on the demands for social welfare services in the next 50 years. Readers should keep in mind questions such as the following:

1. How can we address the increased demand for services in a system that is increasingly constrained by limited resources?
2. Are there ways to alter the historical relationships between certain demographic characteristics and the levels of socioeconomic resources?
3. Can we make social, political, cultural, or programmatic changes to compensate for the seemingly inevitable demographic changes?

In Chapter 2 Wally Gingerich and Ronald Green describe the “explosion of information technology” that faces our profession and trends that will completely change the way we will work in the twenty-first century. Some of the questions the reader may want to ponder at the end of Chapter 2 include the following:

1. What are the implications for social workers’ having a potentially infinite number of information sources to which they will have immediate access?
2. How will the automation of routine tasks (determination of eligibility for services, screening, diagnosis, and the like) affect the profession?
3. In what ways will social work education need to change in order to provide students with the appropriate technical skills needed in the next century?

In Chapter 3 Berit Ingersoll-Dayton and Srinika Jayaratne address the issues of effectiveness and accountability in social work practice. They predict the development of uniform