



Board of Behavioral Sciences

# Memo

1625 North Market Blvd., Suite S-200  
Sacramento, CA 95834  
(916) 574-7830, (916) 574-8625 Fax  
www.bbs.ca.gov

**To:** Workforce Development Committee                      **Date:** January 29, 2025  
**From:** Steve Sodergren, Executive Officer  
**Subject:** **Workforce Development Action Plan Update**

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At its previous meeting, the Committee was presented and discussed the proposed short-term and long-term goals for workforce development. It was suggested that the goal of researching possible initiatives the Board can pursue to increase the financial support available to applicants and associates should be a short-term goal. This change has been made in Workforce Development Goals Status Report (Attachment A).

During today's meeting, these items were discussed:

- Seeking legislative changes allowing candidates to take the clinical examination before completing the 3,000 supervised hour requirement.
- Seeking legislation that would enable associates to choose when to take the Law & Ethics exam, removing the mandatory requirement during every renewal cycle.
- Seeking legislation that would extend the expiration of registration numbers from six to seven years, providing more flexibility for associates.
- Pursuing legislation to allow associates with subsequent registration numbers to apply for a one-time, two-year hardship extension, ensuring continued employment in private practice settings.

## **Attachments**

Attachment A: Workforce Development Goals Status Report

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## **ATTACHMENT A: WORKFORCE DEVELOPMENT GOALS STATUS REPORT**

### **SHORT-TERM GOALS**

- Organize targeted outreach and listening sessions for educators, supervisors, and associates to address common licensure pathway concerns and gather ongoing feedback.
- Review existing outreach materials and develop additional resources to provide educators, supervisors, and associates with clearer, more detailed information on the licensure pathway.
- Develop specific materials for supervisors that outline their responsibilities, supervision requirements, and best practices for supporting supervisees through the licensure process.
- Create a dedicated webpage and outreach campaign highlighting available grants and scholarships for individuals pursuing a career in mental health.
- Research possible initiatives the Board can pursue to increase the financial support available to applicants and associates.

### **LONG-TERM GOALS**

- Create outreach materials and organize outreach events for high schoolers and undergraduates to inform those considering a career in mental health.
- Explore possible modifications to the examination retake fee and initial license fee to ease the financial burden on applicants. (Staff is currently researching the feasibility of this type of modification)
- Investigate the feasibility of providing a no-cost exam preparation course specifically for candidates who do not pass the Board's Law & Ethics examination.
- Review current supervised hour requirements to identify regulatory amendments that could reduce licensure barriers while ensuring consumer safety.
- Develop an online platform for associates to track and electronically submit supervised hours directly to the Board to streamline the application submission and review process. (Staff will continue to research possible platforms)
- Seek legislative changes allowing candidates to take the clinical examination before completing the 3,000 supervised hour requirement. (Discussion during the January 30, 2025, Committee meeting)

- Seek legislation that would enable associates to choose when to take the Law & Ethics exam, removing the mandatory requirement during every renewal cycle. (Discussion during the January 30, 2025, Committee meeting)
- Seek legislation that would extend the expiration of registration numbers from six to seven years, providing more flexibility for associates. (Discussion during the January 30, 2025, Committee meeting)
- Pursue legislation to allow associates with subsequent registration numbers to apply for a one-time, two-year hardship extension, ensuring continued employment in private practice settings. (Discussion during the January 30, 2025, Committee meeting)
- Enhance supervision oversight by implementing real-time submission of supervisory forms and conducting regular supervision audits to identify areas where additional education and outreach may strengthen supervision practices.