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**To:** Board Members

**Date:** February 14, 2025

**From:** Steve Sodergren  
Executive Officer

**Subject: Workforce Development Committee Update**

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The Workforce Development Committee (Committee) held its most recent meeting on January 30, 2025.

### **Restructuring the Licensure Pathway for LMFTs, LCSWs and LPCCs**

The Committee discussed several potential adjustments to the licensing process to reduce barriers to licensure. Proposed changes include:

- Adjusting the timing of the Clinical Exam and the California Law and Ethics Exam.
- Setting a 7-year age limit on exam scores.
- Extending the time for registration numbers and supervised experience hours.
- Adding an exception to the prohibition on working in private practice with a subsequent registration number.

Due to concerns about implementing these changes simultaneously, especially with the possible transition to the AMFTRB national exam, staff suggested a phased approach. The phases are as follows:

- Phase 1 would involve general licensing process changes, such as allowing associates to choose when to take the Law and Ethics Exam, setting a 7-year age limit on exam scores, and extending registration and experience validity to 7 years.
- Phase 2 would focus on adopting the AMFTRB national exam as the clinical exam for LMFT licensure.
- Phase 3 would allow clinical exams to be taken earlier once an applicant has completed 875 hours of supervised experience.

These changes would ensure a smoother transition, avoid confusion, and provide applicants with more flexibility in their licensing process.

Staff presented proposed language for Phase 1 for LMFT statutes and will continue to draft proposed language for LCSWs and LPCCs. The Committee expressed an interest in expediting each phase and asked staff to present more information on the resources and timelines each phase would require.

### **Discussion Regarding a Holistic Review of the In-State and Out-of-State Education Requirements for LMFTs and LPCCs.**

Staff provided the Committee with an overview of the evolution of education requirements for LMFTs and LPCCs, highlighting the challenges that the current requirements present. To address inequalities and reduce confusion in the education requirements, staff proposed the following key considerations for the Committee's exploration:

- **Comprehensive Review:** Evaluate current education requirements for in-state and out-of-state programs, focusing on course timing, length, and content. Assess educational standards in other jurisdictions to identify best practices.
- **Standardized Requirements:** Explore the feasibility of standardized educational requirements for all applicants to ensure equity.
- **Approval of Educational Programs:** Consider instituting a process for Board approval of educational institution programs to increase efficiency in processing, oversight of accepted degrees, communications with programs, and portability.
- **Course Timing:** Require LMFT and LPCC applicants to complete specified courses before being issued an associate registration to ensure practitioners are prepared to meet client needs.
- **Continuing Education (CE) vs. Graduate-Level Courses:** Allow out-of-state applicants to fulfill certain requirements through CE courses instead of graduate coursework, which is more costly.

Staff will be completing a comprehensive review of current education requirements for California and other jurisdictions to bring back to the Committee for discussion.

### **Review of Action Plan**

Staff presented to the Committee an update on the Workforce Development goals. The Committee requested staff to present more information on the resources and timelines for each goal.

The next Workforce Development Committee meeting will be held on April 4, 2025.