



Board of Behavioral Sciences

Memo

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To: Workforce Development Committee **Date:** March 26, 2025
From: Steve Sodergren, Executive Officer
Subject: **Workforce Development Action Plan Update**

At its previous meeting, the Committee was presented an update and discussed the proposed short-term and long-term goals for workforce development. It was suggested that the staff present a detailed plan that identifies possible deliverable dates on the long term and short-term goals. Attached is a modified Workforce Development Goals Status Report that has incorporated possible deliverable dates and suggested edits (Attachment A).

Attachments

Attachment A: Workforce Development Goals Status Report

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Attachment A: Workforce Development Goals Status Report

#	TASK ITEM	STATUS	UPDATE
1	Seek legislative changes allowing candidates to take the clinical examination before completing the 3,000 supervised hour requirement.	IN PROCESS	Discussed January 2025
2	Seek legislation that would enable associates to choose when to take the Law & Ethics exam, removing the mandatory requirement during every renewal cycle.	IN PROCESS	Discussed January 2025
3	Seek legislation that would extend the expiration of registration numbers from six to seven years, providing more flexibility for associates.	IN PROCESS	Discussed January 2025
4	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.	IN PROCESS	Discussed January 2025
5	Organize targeted outreach and listening sessions for educators, supervisors, and associates to address common licensure pathway concerns and gather ongoing feedback.	SHORT TERM	Discuss July 31, 2025
6	Develop specific materials for supervisors that outline their responsibilities, supervision requirements, and best practices for supporting supervisees through the licensure process.	SHORT TERM	Discuss July 31, 2025
7	Create a dedicated webpage and outreach campaign highlighting available grants and scholarships for individuals pursuing a career in mental health.	SHORT TERM	Discuss July 31, 2025
8	Research possible initiatives the Board can pursue to increase the financial support available to applicants and associates.	SHORT TERM	Discuss July 31, 2025
9	Create outreach materials and organize outreach events for high schoolers and undergraduates to inform those considering a career in mental health.	LONG TERM	Recommend this task is assigned to the Outreach and Education Committee. Discuss on June 6, 2025
10	Explore possible modifications to the examination retake fee and initial license fee to ease the financial burden on applicants.	LONG TERM	Recommend tabling as the Board is pursuing regulations to temporarily reduce fees to align its reserve fund.
11	Investigate the feasibility of providing a no-cost exam preparation course specifically for candidates who do not pass the Board's Law & Ethics examination.	LONG TERM	Discuss October 23, 2025
12	Review current supervised hour requirements to identify regulatory amendments that could reduce licensure barriers while ensuring consumer safety.	LONG TERM	Discuss October 23, 2025
13	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.	LONG TERM	Discuss October 23, 2025
14	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.	LONG TERM	Discuss October 23, 2025