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To: Board Members

Date: November 10, 2025

From: Steve Sodergren
Executive Officer

Subject: Workforce Development Committee Update

The Workforce Development Committee (Committee) held its most recent meeting on July 31, 2025. The Committee discussed the following:

Presentation on Other State Jurisdictions Education Requirements for LMFT

Staff presented findings from a review of Oregon, Texas, and Ohio's LMFT educational requirements, which were selected due to their similarity to California's licensure framework and the clarity of their standards. The review found that while California's LMFT education requirements are consistent with national expectations, they remain complex and difficult to apply uniformly.

Staff noted that greater clarity and fairness could be achieved by eliminating distinctions between in-state and out-of-state programs and focusing instead on whether a degree substantially meets statutory education requirements.

Staff recommendations included:

- Removing the "in-state" and "out-of-state" designations.
- Accepting any degree that meets statutory education standards, rather than specific degree titles.
- Consider formally recognizing COAMFTE and CACREP accreditation as meeting educational requirements.
- Establishing minimum unit requirements for each content area and modernizing competency descriptions.
- Broadening allowable remediation through graduate-level coursework.

Recommendations Regarding the Education Requirements for LMFT

The Committee discussed modernizing LMFT education requirements to create a single, unified pathway. Current distinctions between pre-2012, post-2012, and out-of-state degrees cause confusion and inequities, particularly in how integration, remediation,

and program classification are defined. Simplifying statutory language would enhance consistency, fairness, and public protection.

Staff presents a draft proposal that consolidates all LMFT education requirements into one statute (BPC § 4980.36). It applies to all applicants regardless of where their degree was earned. Key elements include:

- A 60-semester-unit integrated graduate degree from an accredited or COAMFTE-approved program, without prescribing degree titles.
- Core content that may be remediated through graduate-level coursework if unit thresholds are unmet.
- Supplemental topics—such as child abuse, aging, substance use, suicide prevention, and telehealth—that may be completed through approved continuing education.

The proposal also eliminates separate “in-state” and “out-of-state” classifications, establishes consistent remediation timing (all before associate registration), and retains a legacy pathway for pre-2012 48-unit degrees.

Staff presented the next steps for updating the LMFT education requirements. It was recommended that the future Committee discussions should focus on:

- Defining required coursework and practicum elements.
- Determining which areas allow graduate-level remediation.
- Reviewing supplemental course consistency across license types.
- Assessing national attainability and potential unintended barriers.
- Considering new structures such as provisional registration and school program recognition.

Presentation Regarding Accreditation

Staff presented information concerning accreditation. It was noted that accreditation assures educational quality and consistency but may also limit flexibility in program design. A brief overview was presented on the accreditation standards of the Commission of Accreditation for Marriage and Family Therapy Education (COAMFTE) and Council for Accreditation of Counseling and Related Educational Programs (CACREP).

Staff highlighted some considerations for future discussions:

- Should the Board formally recognize CACREP as an approved accreditor for LMFT and LPCC degrees.
- Should COAMFTE or CACREP accreditation should be accepted as sufficient to meet educational requirements without additional transcript review.

Update on Workforce Development Action Plan

Staff presented to the Committee an update Workforce Goals Status Report that incorporated deliverable dates and edits for both short-term and long-term goals.

The next Workforce Development Committee meeting will be held on January 15, 2026.