

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

To: Board Members

Date: November 4, 2024

From: Steve Sodergren
Executive Officer

Subject: Workforce Development Committee Update

The Workforce Development Committee (Committee) held its most recent meeting on October 11, 2024. The purpose of the Committee is to conduct in-depth discussions about numerous topics related to the licensing process and workforce development.

Early Eligibility for Clinical Exams/License Process Changes

The Committee continued to discuss possible changes to eligibility requirements for the Clinical Exams and the licensure process. These changes would:

- Allow an applicant to participate in the Clinical Exam once they have obtained 875 direct clinical counseling hours.
- Allow an applicant to choose when they would take the Law and Ethics Exam or Clinical Exam and removes the annual attempt requirement.
- Establish a seven-year age limit for both Law and Ethics Exam and Clinical Exams.
- Extends the registration period and timeframe for supervised hours from six to seven years.
- Create a hardship-based two-year extension for associates who may need additional time to complete their experience hours in a private practice setting.

The Committee directed staff to conduct additional research to determine if these changes would pose any unintended consequences for the licensure pathway and applicants.

Alcohol and Substance Abuse Coursework

The Committee discussed possible change to the requirements for alcohol and substance abuse coursework for all license types. These possible changes include:

- Requiring LMSTs and LCSWs to complete the coursework before obtaining an associate registration, and LEP applicants before licensure.

- Modernizing and aligning course content across the license types.
- Allowing LMFT and LCSW out-of-state applicants to satisfy this coursework through continuing education.
- Removing outdated exemption for applicants with older degrees

The Committee asked staff to continue working towards implementing these changes.

Workforce Development Action Plan

The Committee discussed staff recommendation for short-term and long-term goals that may increase support for applicant and registrants and work towards addressing barriers that exist in the licensure pathway.

The next Workforce Development Committee meeting will be held on January 30, 2025.