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To: Committee Members **Date:** October 23, 2014
From: Christy Berger **Telephone:** (916) 574-7817
Regulatory Analyst
Subject: Discussion of the Possible Recognition of Triadic Supervision

Introduction

Triadic supervision is defined as a session conducted by one supervisor, with two supervisees who receive supervision simultaneously. It requires the use of techniques that are different from individual or group modalities, though triadic also "...combines elements of individual, group, and peer supervision..." Triadic supervision requires supervisors to be trained in order to use the format effectively¹.

During discussions of experience requirements in other states, the topic of triadic supervision came up, as some states allow triadic in place of individual. Additionally, in 2001, the Council for Accreditation of Counseling and Related Educational Programs (CACREP) listed triadic supervision as an approved modality in counselor education programs.

The Committee asked for additional information on triadic supervision as a possible alternative to individual supervision.

Discussion

The Research

Currently, there is a limited body of research on triadic supervision. However, the research available suggests that triadic supervision is similar in efficacy to individual supervision and also has some advantages over individual.

In comparison with individual supervision, triadic supervision has been found to be¹:

- More effective in enhancing supervisees' understanding of clients
- More effective in enhancing supervisees' developmental level
- More effective in enhancing supervisees self- and other- awareness
- Less effective in "decreasing supervisees' identification with and reliance on the supervisor.
- Comparable in the following:
 - Working alliance
 - Interpersonal dynamics

- Supervisor leadership
- Level of satisfaction with supervision

Supervisees' and supervisors' perceptions of the advantages and disadvantages of all three types of supervision² (individual, group, and triadic) are provided in the Attachment.

Other States

Of the 10 states surveyed for the Supervision Committee, three (3) of those states permit one-hour triadic supervision sessions in place of one-hour individual supervision sessions.

Recommendation

If the Committee is interested in allowing triadic supervision, the following should be considered:

1. What should the required session length be for Triadic supervision?
2. Should supervisors be required to have training in this modality if they wish to use it?

Attachments

Attachment: Supervisees' and Supervisors' Perceptions of Individual, Triadic and Group Supervision

¹ Lawson, G., et. al. (2009). Innovative Methods: A Model for Using Triadic Supervision in Counselor Preparation Programs. *Counselor Education & Supervision, Vol. 48*. American Counseling Association.
<http://web.b.ebscohost.com/ehost/detail/detail?vid=5&sid=a0d0e4a7-9a07-49d3-92ac-bfc65db79a44%40sessionmgr114&hid=110&bdata=JnNpdGU9ZWhvc3QtbGl2ZQ%3d%3d#db=a9h&AN=43169989>

² Borders, L. DiAnne, et. al. (2012). Individual and Triadic and Group: Supervisee and Supervisor Perceptions of Each Modality. *Counselor Education & Supervision, , Vol. 51*. American Counseling Association.
<http://web.a.ebscohost.com/ehost/detail/detail?vid=3&sid=64906316-a0f2-4033-9a72-6558be7091ac%40sessionmgr4002&hid=4212&bdata=JnNpdGU9ZWhvc3QtbGl2ZQ%3d%3d#db=a9h&AN=84386710>

Attachment

Supervisees' and Supervisors' Perceptions of Individual, Triadic and Group Supervision

INDIVIDUAL SUPERVISION			
Who	Advantages, Benefits and Assets	Disadvantages and Challenges	Desired Changes
<i>Supervisee</i>	<ul style="list-style-type: none"> • Individualized • Deeper and safer • Confidence building 	None	More individual sessions
<i>Supervisor</i>	<ul style="list-style-type: none"> • Deeper, more challenging • Individualized • Supervisor Relationship (build rapport) 	Fewer perspectives	More individual sessions

TRIADIC SUPERVISION			
Who	Advantages, Benefits and Assets	Disadvantages and Challenges	Desired Changes
<i>Supervisee</i>	<ul style="list-style-type: none"> • More and better feedback than individual • More challenging and in-depth feedback than individual • More knowledge about peer's clients than individual • Vicarious learning • Learn from peers 	<ul style="list-style-type: none"> • Time-related (especially if both have immediate needs) • Peer mismatch 	
<i>Supervisor</i>	<ul style="list-style-type: none"> • More challenging and in-depth feedback • Peer interactions more intimate, collegial and involved • Additional perspectives • Learn from peers • Peer feedback that enhanced supervisor feedback 	<ul style="list-style-type: none"> • Session dynamics • Unsure of supervisor role • How to keep both peers involved 	

GROUP SUPERVISION			
Who	Advantages, Benefits and Assets	Disadvantages and Challenges	Desired Changes
<i>Supervisee</i>	<ul style="list-style-type: none"> • Multiple perspectives, styles and clients • Educational opportunities • Intentionality of supervisor (uses information from individual or triadic sessions to enhance group session learning) 	<ul style="list-style-type: none"> • Limitations on feedback • Timing Issues (too long) 	
<i>Supervisor</i>	<ul style="list-style-type: none"> • Multiple perspectives, styles and clients • Co-facilitators 	Less open and constructive feedback	Better balance between individual (or triadic) sessions and group sessions

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To: Committee Members **Date:** October 20, 2014
From: Christy Berger **Telephone:** (916) 574-7817
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Subject: Discussion and Review of 6-Year Limit on Hours and Intern / ASW Registrations

Introduction

LCSW, LMFT and LPCC statutes set forth the following 6-year limits that impact supervised experience:

1. Age of Experience Hours

Hours of supervised experience must be completed during the 6-year period prior to submitting the application for licensure (aka examination eligibility). Otherwise, the hours do not count and there are no exceptions.

2. Length of Intern / ASW Registration

An Intern or ASW registration may be renewed 5 times, so can be held for a total of 6 years. If the supervised experience has not been completed (or if the employer requires it, etc.) a new registration may be obtained. However, those issued a subsequent registration are NOT permitted to work in a private practice setting. There are no exceptions.

Background

Based on the information available, it appears that both the LMFT and LCSW programs have always limited registrations, initially to five (5) years. It was increased in 1986 to six (6) years.¹ Documentation of the specific rationale for implementing time limits on registrations and hours of experience cannot be located. It can be reasonably assumed that the purpose of the limits were as follows:

- *Length of Intern/ASW registration* - Encourages people to continue progressing through the licensing process and frees up supervisors to supervise others. Limits the use of the registration in an unintended manner, such as solely for employment purposes.
- *Limit on age of hours of experience* – This requirement may have been implemented to help ensure that newly licensed therapists have recent relevant experience. However, this explanation does not hold up in light of the fact that candidates can remain in the examination process for many years.

¹ AB 3657 (Chapter 1365, Statutes of 1986)

- *Private Practice Limit* – Prevents registrants from working in private practice perpetually without ever becoming licensed. Frees up potential private practice supervisors so that others may gain private practice experience.

Discussion

Since these requirements have been in existence for a long time, the Committee may wish to review these two separate, but connected requirements. The following information should assist the committee in its review.

Stakeholder Feedback and Past BBS Research

The following stakeholder feedback has been received regarding the time limits:

Arguments in Support the 6-year Limits:

- *The six-year limit is important in agency settings, as many agencies do not have the funding or staffing to continue providing the necessary supervision on a more permanent basis.*

Arguments Against the 6-year Limits:

- *A majority of people take longer than 6 years to gain the required supervised experience.*
 - Staff Research - LMFT: Data was compiled on 100 LMFT applicants who recently qualified for the exam. Of those sampled:
 - **78%** were able to obtain their post-degree hours in **less than 4 years** from the date of graduation (*does NOT include pre-degree hours*).
 - The **average** length of time to complete the experience was **3.4 years**.
 - The **median** length was **3 years** (NOTE: the median gives a better picture of middle values and gives less weight to extreme cases).
 - Staff Research – LCSW: In 2008, staff researched the time taken from graduation to examination eligibility for 100 ASWs. Of those sampled:
 - **81%** were able to obtain their hours in **less than 4 years**
 - The **average** ASW is able to complete the experience within **3.1 years**
 - The **median** length was **2.8 years**.
- *The law does not allow applicants to obtain an extension to the 6 years for any reason, and does not take the following situations reported by applicants into account:*
 - Being unable to find a full time job (more common in certain regions of the state)
 - Can only earn hours on a part-time basis because the internship is unpaid (or for health reasons, caregiving responsibilities, etc.)
 - Taking a break due to personal matters such as serious illness, caregiving responsibilities, or the birth of a child.
- *In a private practice, therapy may have to be prematurely terminated if the initial six-year registration runs out, even if the client wishes to continue with the intern.*

- For ASWs, the need to obtain 1,700 hours of supervision specifically under a LCSW is a challenge.
 - Prior to 2004, ASWs were required to complete 2,200 hours under a LCSW
 - Staff Research: In 2010, staff reviewed 100 applicant files, which indicated that the number of hours obtained under an LCSW typically exceeds the minimum of 1,700. If it were a major difficulty, it would be expected that hours accrued under an LCSW would be very close to 1,700. The findings showed a different picture, as follows:
 - Of the 100 files surveyed, the **average** number of hours obtained under LCSW supervision was **3,438 hours**, approximately double the 1,700 minimum. The **median** was **3,425 hours**.
 - On average, an ASW will exceed the 1,700 minimum requirement by 102%

Other States and the Board of Psychology

Staff reviewed the experience requirements for the 10 states previously surveyed regarding experience requirements. The findings are as follows:

State	Experience Requirements	Limit on Age of Hours	Limit on Intern Registration
Colorado	2 years	None	4 years
Florida	2 years	None	None
Illinois	2 years	None	None
Indiana	2 years	None	None
New York	2-3 years (depending on license type)	None BUT all hours must be gained within a single 6-year period	None
Ohio	2 years	None	None
Oregon	2-3 years (depending on license type)	25% of hours must be within 5 years prior to application for licensure AND All hours must be gained within a single 5-year period	None
South Carolina	2 years	None	None
Texas	2 years	5 years prior to application for licensure	5 years
Washington	2-3 years (depending on license type)	None	6 years

In 2010, the Board of Psychology passed a regulation that limited the length of a Psychological Assistant registration to a total of 6 years, due to concerns that the registration was being used by some as a career of its own rather than for the purpose of gaining licensure. The Board does not require experience hours to be gained within a particular period of time.