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SUPERVISION COMMITTEE MEETING October 24, 2014

11:00 a.m. - 2:00 p.m.

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19900 Plummer Street
Chatsworth, CA 91311
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- I. Introductions*
- II. Discussion of Possible Changes to Current Supervised Work Experience Requirements for LCSW, LMFT and LPCC
- III. Discussion of the Possible Recognition of Triadic Supervision
- IV. Discussion and Review of Supervision Ratios
- V. Discussion of Supervision of LMFT Applicants by a LMFT
- VI. Discussion and Review of 6-Year Limit on Experience Hours and Intern/ASW Registration
- VII. Suggestions for Future Agenda Items
- VIII. Public Comment for Items not on the Agenda
- IX. Adjournment

**Introductions are voluntary for members of the public.*

Public Comment on items of discussion will be taken during each item. Time limitations will be determined by the Chairperson. Times are approximate and subject to change. Action may be taken on any item listed on the Agenda.

This Agenda as well as Board Meeting minutes can be found on the Board of Behavioral Sciences website at www.bbs.ca.gov.



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To: Committee Members **Date:** October 8, 2014
From: Christy Berger **Telephone:** (916) 574-7817
Regulatory Analyst
Subject: Discussion and Review of Supervised Work Experience Requirements for
LCSW, LMFT and LPCC

Introduction

The scope of the Supervision Committee covers a range of topics, and meetings are expected to continue through 2015. It was recommended that staff prepare an initial draft proposal pertaining only to the hours of supervised experience and the associated minimums and maximums (“buckets”) in the event that there is an opportunity to make these changes sooner.

The initial draft proposal, attached, was developed after working closely with stakeholders. This initial draft suggests the changes described below.

Proposed Changes

Attachment A indicates the specific proposed changes to the current requirements. There are no changes proposed to the LCSW requirements at this time, except for a technical change.

The proposed changes for LMFT and LPCC would replace most categories (“buckets”) of experience types with a streamlined approach, as follows:

- **Require a Minimum of 1,750 hours of Direct Counseling with Individuals, Groups, Couples or Families** (58% of the total 3,000 hours)
- **Allow a Maximum of 1,250 hours of Non-Clinical** experience (42% of the total hours), which may be gained performing any combination of the following activities (all were formerly a “bucket”):
 - Direct Supervisor Contact
 - Administering and Evaluating Psychological Tests
 - Writing Clinical Reports
 - Writing Progress or Process Notes
 - Client-Centered Advocacy
 - Workshops, Training, Conferences

- **Proposed changes for LMFT applicants only:**
 - Keeps the limitation on Trainees obtaining a maximum of 750 hours of “Direct Counseling and Direct Supervisor Contact.”
 - Removes the incentive for double-counting hours performed providing conjoint treatment of couples or families toward the total hours required in the category of “Diagnosing and Treating Couples, Families or Children.”
 - No longer allows personal psychotherapy obtained by the applicant to count toward supervised experience.

Possible Benefits of the Proposed Changes

- Supervisors would have more flexibility when determining the type of experience needed by a particular supervisee.
- Less complexity would facilitate a better understanding of experience and supervision requirements.
- Applicants could more easily obtain and track hours of experience.
- Removing the restriction on the number of hours gained via “Telehealth Counseling” may help alleviate problems with access to care by clients in areas where there are provider shortages, and for homebound clients, etc.
- The LMFT requirements would be more in line with the other two professions due to:
 - Increasing the required amount of direct counseling hours.
 - Removing both the Personal Psychotherapy category and the ability to double-count conjoint treatment experience. This raises the actual number of hours obtained performing supervised work experience by 450 hours (of the total 3,000).

Possible Drawbacks to the Proposed Changes

- Some individuals may not be compelled to obtain the range of experience that they would have under current requirements. This could impact skill development and lead to difficulty passing the licensing exams. Applicants would have to be more diligent in finding opportunities to gain different types of experience.
- It may initially be a challenge for some LMFT applicants to obtain more hours of direct counseling than are needed under current requirements.
- Removing the restriction on hours gained performing Telehealth counseling may be concerning to some. If the restriction were kept, applicants could still provide counseling via Telehealth above the maximum hours permitted - they just can’t count the extra hours toward licensure.

Outstanding LMFT Issue – Conjoint Treatment of Couples or Families Incentive

This proposal suggests removing the incentive for double-counting up to 150 hours of “diagnosing and treating couples or families in conjoint treatment” toward the 500 hours required in the category of “Diagnosing and Treating Couples, Families or Children.”

This incentive was originally implemented to address the fact that applicants could gain all 500 hours treating children exclusively, and not have gained any experience providing conjoint therapy to couples or families. Conjoint treatment is at the heart of the LMFT license. If this incentive is removed, does this issue need to be addressed in another way?

Differences Between LCSW and LMFT/LPCC Proposed Requirements

The LCSW program is not proposed to be changed, as mentioned previously. However, the major differences between the current LCSW requirements and the proposed LMFT/LPCC requirements should be reviewed. The LCSW program would differ from the LMFT/LPCC requirements as follows:

- Requires 1,000 fewer hours of “direct counseling” than LMFT and LPCC would.
 - However, LCSW applicants must have a total of 2,000 “clinical” hours (diagnosis, assessment and treatment).
- Requires a minimum of 1,700 hours supervised by a LCSW (no similar proposed requirement for LMFT/LPCC)
- Requires 13 weeks of experience receiving individual supervision by a LCSW (no similar proposed requirement for LMFT/LPCC)
- The allowed categories for Non-Clinical experience are different, as follows:

LCSW

- Client-Centered Advocacy
- Consultation
- Evaluation
- Research

LMFT & LPCC - Proposed

- Direct Supervisor Contact
- Administering and Evaluating Psychological Tests
- Writing Clinical Reports
- Writing Progress or Process Notes
- Client-Centered Advocacy
- Workshops, Training, Conferences

Attachments

Attachment A: Summary of Proposed Changes to Supervised Experience Requirements

Attachment B: Currently Required Hours of Experience/Categories

Attachment C: Initial Draft of Proposed Language

ATTACHMENT A

SUMMARY OF PROPOSED CHANGES TO SUPERVISED EXPERIENCE REQUIREMENTS			
	LCSW	LMFT	LPCC
Summary	<p style="text-align: center;">NO CHANGES PROPOSED</p> <ul style="list-style-type: none"> • 3,200 hours Post-degree • Minimum 104 weeks • Hours gained within 6 years before application for licensure is filed 	<ul style="list-style-type: none"> • 3,000 hours total: <ul style="list-style-type: none"> - Max. 1,300 Pre-degree - Min. 1,700 Post-degree • Minimum 104 weeks • Hours gained within 6 years before application for licensure is filed (except 500 hours practicum) 	<ul style="list-style-type: none"> • 3,000 hours Post-degree • Minimum 104 weeks • Hours gained within 6 years before application for licensure is filed
Minimums	<ul style="list-style-type: none"> • 2,000 hours in Clinical Psychosocial Diagnosis, Assessment, & Treatment, including: <ul style="list-style-type: none"> - Min. 750 hours of Direct Counseling with Individuals, Groups, Couples or Families • 1,700 hours supervised by a LCSW (minimum 13 weeks must be <i>individual</i> supervision) 	<ul style="list-style-type: none"> • 1,750 hours Direct Counseling with Individuals, Groups, Couples or Families, including: <ul style="list-style-type: none"> - Min. 500 hours Diagnosing and Treating Couples, Families or Children 	<ul style="list-style-type: none"> • 1,750 hours Direct Counseling with Individuals, Groups, Couples or Families
Maximums	<ul style="list-style-type: none"> • 1,200 hours in Client-Centered Advocacy, Consultation, Evaluation, & Research • Max. 40 hours in any week • Max. 40 hours in any 7 consecutive days 	<ul style="list-style-type: none"> • PRE-DEGREE: Max. 750 hours of Direct Counseling and Direct Supervisor Contact • 1,250 hours of Non-Clinical Practice Includes: <ul style="list-style-type: none"> Direct Supervisor Contact, Administering and Evaluating Psychological Tests, Writing Clinical Reports, Writing Progress or Process Notes, Client-Centered Advocacy, Workshops, Training, Conferences. • Max. 40 hours in any week • Max. 40 hours in any 7 consecutive days 	<ul style="list-style-type: none"> • 1,250 hours of Non-Clinical Practice Includes: <ul style="list-style-type: none"> Direct Supervisor Contact, Administering and Evaluating Psychological Tests, Writing Clinical Reports, Writing Progress or Process Notes, Client-Centered Advocacy, Workshops, Training, Conferences. • Max. 40 hours in any week • Max. 40 hours in any 7 consecutive days

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ATTACHMENT B

CURRENTLY REQUIRED HOURS OF EXPERIENCE / CATEGORIES

	LCSW	LMFT	LPCC
Summary	<ul style="list-style-type: none"> • 3,200 hours Post-degree • Minimum 104 weeks • Hours gained within 6 years before application for licensure is filed 	<ul style="list-style-type: none"> • 3,000 hours total: <ul style="list-style-type: none"> - Max. 1,300 Pre-degree as MFT Trainee - Min. 1,700 Post-degree as a registered MFT Intern • Minimum 104 weeks • Hours gained within 6 years before application for licensure is filed (except 500 hours practicum) 	<ul style="list-style-type: none"> • 3,000 hours Post-degree • Minimum 104 weeks • Hours gained within 6 years before application for licensure is filed
Minimums	<ul style="list-style-type: none"> • Min. 2,000 hours in Clinical Psychosocial Diagnosis, Assessment, & Treatment, including: <ul style="list-style-type: none"> - Min. 750 hours of face-to-face Individual or Group Psychotherapy • Min. 1,700 hours supervised by a LCSW (minimum 13 weeks must be <i>individual</i> supervision) 	<ul style="list-style-type: none"> • Min. 500 hours Diagnosing and Treating Couples, Families or Children (up to 150 hours of <i>conjoint</i> treatment of couples or families can be double counted) 	<ul style="list-style-type: none"> • Min. 1,750 hours Direct Counseling with Individuals, Groups, Couples or Families • Min. 150 hours in a Hospital or Community Mental Health Setting
Maximums	<ul style="list-style-type: none"> • Max. 1,200 hours in Client-Centered Advocacy, Consultation, Evaluation, & Research • Max. 40 hours in any week • Max. 40 hours in any 7 consecutive days 	<ul style="list-style-type: none"> • PRE-DEGREE: Max. 750 hours of Direct Counseling and Direct Supervisor Contact • Max. 1,000 hours COMBINED: <ul style="list-style-type: none"> - Direct Supervisor Contact - Workshops, Training, Conferences (max 250) - Personal Psychotherapy (max 100 triple counted) • Max. 500 hours COMBINED: <ul style="list-style-type: none"> - Administering & Evaluating Psych Tests, Writing Clinical Reports, Progress or Process Notes - Client-Centered Advocacy • Max. 500 hours Group Therapy • Max. 375 hours Telehealth Counseling • Max. 40 hours in any week • Max. 40 hours in any 7 consecutive days 	<ul style="list-style-type: none"> • Max. 1,250 hours COMBINED: <ul style="list-style-type: none"> - Direct Supervisor Contact - Workshops, Training, Conferences (max 250) - Client-Centered Advocacy - Administering & Evaluating Psych Tests, Writing Clinical Reports, Progress or Process Notes (max 250) • Max. 500 hours Group Therapy • Max. 375 hours Telehealth Counseling • Max. 40 hours in any week • Max. 40 hours in any 7 consecutive days

Attachment C
PROPOSED LANGUAGE
LMFT, LCSW, LPCC SUPERVISED EXPERIENCE HOURS

INITIAL DRAFT

LMFT § 4980.03. DEFINITIONS

(f) "Experience," as used in this chapter, means experience in interpersonal relationships, psychotherapy, marriage and family therapy, and ~~professional enrichment activities~~ direct supervisor contact that satisfies the requirements for licensure as a marriage and family therapist pursuant to Section 4980.40.

LMFT § 4980.43. PROFESSIONAL EXPERIENCE; INTERNS OR TRAINEES

(a) ~~Prior to applying~~ To qualify for licensure ~~examinations as specified in section 4980.40~~, each applicant shall complete experience related to the practice of marriage and family therapy, under a qualified supervisor that. The experience shall comply with the following:

(1) A minimum of 3,000 hours of supervised experience completed during a period of at least 104 weeks.

(2) ~~Not more than~~ A maximum of 40 hours in any seven consecutive days.

(3) ~~Not less than~~ A minimum of 1,700 hours ~~of supervised experience completed subsequent to the granting of~~ obtained after the qualifying master's or doctoral degree was awarded.

(4) ~~Not more than~~ A maximum of 1,300 hours ~~of supervised experience~~ obtained prior to ~~completing a~~ the qualifying master's or doctoral degree being awarded.

~~(5) The applicant shall not be credited with more than~~ A maximum of 750 hours of counseling and direct supervisor contact prior to ~~completing~~ the qualifying master's or doctoral degree being awarded.

(5) No hours of experience may be gained prior to completing either 12 semester units or 18 quarter units of graduate instruction ~~and becoming a trainee except for personal psychotherapy~~.

(6) No hours of experience may be gained more than six years prior to the date the application for examination eligibility was filed, except that up to 500 hours of clinical experience gained in the supervised practicum required by subdivision (c) of Section 4980.37 and subparagraph (B) of paragraph (1) of subdivision (d) of Section 4980.36 shall be exempt from this six-year requirement.

~~(7) Not more than a combined total of 1,000 hours of experience in the following:~~

~~(A) Direct supervisor contact.~~

~~(B) Professional enrichment activities. For purposes of this chapter, "professional enrichment activities" include the following:~~

~~(i) Workshops, seminars, training sessions, or conferences directly related to marriage and family therapy attended by the applicant that are approved by the applicant's supervisor. An applicant shall have no more than 250 hours of verified attendance at these workshops, seminars, training sessions, or conferences.~~

~~(ii) Participation by the applicant in personal psychotherapy, which includes group, marital or conjoint, family, or individual psychotherapy by an appropriately licensed professional. An applicant shall~~

~~have no more than 100 hours of participation in personal psychotherapy. The applicant shall be credited with three hours of experience for each hour of personal psychotherapy.~~

~~(8) Not more than 500 hours of experience providing group therapy or group counseling.~~

~~(9) For all hours gained on or after January 1, 2012, not more than 500 hours of experience in the following:~~

~~(A) Experience administering and evaluating psychological tests, writing clinical reports, writing progress notes, or writing process notes.~~

~~(B) Client centered advocacy.~~

~~(7) (10) A minimum of 1,750 hours of direct counseling with individuals, groups, couples or families. Not which includes not less than 500 total hours of experience in diagnosing and treating couples, families, and children. For up to 150 hours of treating couples and families in conjoint therapy, the applicant shall be credited with two hours of experience for each hour of therapy provided.~~

~~(11) Not more than 375 hours of experience providing personal psychotherapy, crisis counseling, or other counseling services via telehealth in accordance with Section 2290.5.~~

~~(8) A maximum of 1,250 hours of non-clinical practice. This includes direct supervisor contact, administering and evaluating psychological tests, writing clinical reports, writing progress or process notes, client centered advocacy, workshops, training, or conferences.~~

~~(12) (9) It is anticipated and encouraged that hours of experience will include working with elders and dependent adults who have physical or mental limitations that restrict their ability to carry out normal activities or protect their rights.~~

~~This subdivision shall only apply to hours gained on and after January 1, 2010.~~

LCSW § 4996.23. SUPERVISED POST-MASTER'S EXPERIENCE CRITERIA

~~The experience required by subdivision (c) of Section 4996.2 shall meet the following criteria:~~

~~(a) All persons registered with the board on and after January 1, 2002, shall have at least 3,200 hours of postmaster's degree supervised experience providing clinical social work services as permitted by Section 4996.9.~~

~~(a) To qualify for licensure as specified in section 4996.2, applicants shall complete 3,200 hours of postmaster's degree experience related to the practice of clinical social work under a qualified supervisor. The experience shall comply with the following:~~

~~(b) At least 1,700 hours shall be gained under the supervision of a licensed clinical social worker. The remaining required supervised experience may be gained under the supervision of a licensed mental health professional acceptable to the board as defined by a regulation adopted by the board. This experience shall consist of the following:~~

~~(1) A minimum of 2,000 hours in clinical psychosocial diagnosis, assessment, and treatment, including psychotherapy or counseling.~~

~~(2) A maximum of 1,200 hours in client-centered advocacy, consultation, evaluation, and research.~~

(3) Of the 2,000 clinical hours required in paragraph (1), no less than 750 hours shall be face-to-face individual or group psychotherapy provided to clients in the context of clinical social work services.

(4) A minimum of two years of supervised experience is required to be obtained over a period of not less than 104 weeks and shall have been gained within the six years immediately preceding the date on which the application for licensure was filed.

(5) Experience shall not be credited for more than 40 hours in any week.

(c) (5) Of the 104 weeks of required supervision, 52 weeks shall be individual supervision, and of the 52 weeks of required individual supervision, not less than 13 weeks shall be supervised by a licensed clinical social worker.

LPCC § 4999.46. SUPERVISED EXPERIENCE REQUIREMENTS; QUALIFICATION FOR LICENSURE

(a) To qualify for ~~the licensure examinations as~~ specified in ~~subdivision (c) of Section 4999.52, section 4999.50,~~ applicants shall complete ~~clinical mental health~~ experience related to the practice of professional clinical counseling under the general supervision of an approved under a qualified supervisor as defined in Section 4999.12. The experience shall comply with the following:

(b) ~~The experience shall include a~~ A minimum of 3,000 postdegree hours of supervised ~~clinical mental health~~ experience related to the practice of professional clinical counseling, performed over a period of not less than two years (104 weeks), which shall include:

(1) Not more than 40 hours in any seven consecutive days.

(2) Not less than 1,750 hours of direct counseling with individuals, groups, couples, or families in a setting described in Section 4999.44 using a variety of psychotherapeutic techniques and recognized counseling interventions within the scope of practice of licensed professional clinical counselors.

~~(3) Not more than 500 hours of experience providing group therapy or group counseling.~~

~~(4) Not more than 375 hours of experience providing personal psychotherapy, crisis counseling, or other counseling services via telehealth in accordance with Section 2290.5.~~

~~(5) Not less than 150 hours of clinical experience in a hospital or community mental health setting, as defined in Section 1820 of Title 16 of the California Code of Regulations.~~

~~(6) Not more than a combined total of 1,250 hours of experience in the following related activities:~~

~~(A) Direct supervisor contact.~~

~~(B) Client-centered advocacy.~~

~~(C) Not more than 250 hours of experience administering tests and evaluating psychological tests of clients, writing clinical reports, writing progress notes, or writing process notes.~~

~~(D) Not more than 250 hours of verified attendance at workshops, seminars, training sessions, or conferences directly related to professional clinical counseling that are approved by the applicant's supervisor.~~

(3) A maximum of 1,250 hours of non-clinical practice. This includes direct supervisor contact, administering and evaluating psychological tests, writing clinical reports, writing progress or process notes, client centered advocacy, workshops, training, or conferences.

(c) No hours of clinical mental health experience may be gained more than six years prior to the date the application for examination eligibility was filed.

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To: Committee Members **Date:** October 15, 2014
From: Christy Berger **Telephone:** (916) 574-7817
Regulatory Analyst
Subject: Discussion and Review of Supervision Ratios

NOTE: For the purposes of this memo, "one (1) unit" of supervision is defined as one (1) hour of Individual supervision or two (2) hours of Group.

Introduction

A supervision ratio is the proportion of supervision hours to client contact hours. As a baseline, each of the professions require applicants to obtain a minimum of one (1) hour of Individual supervision or two (2) hours of Group every week in each work setting where hours are gained. For LMFT and LCSW, this requirement has been in place since the late 1970's.

Background

In 1992, the Board held a number of public workshops regarding supervision. One of the recommendations made by the work group was a specific ratio of supervisor to supervisee contact, based on the number of hours of client contact in each work setting. AB 1885¹ passed the next year and the first supervision ratios were implemented for the MFT program, as follows:

- Required MFT Interns to have an *average* of one (1) unit of supervision for every 10 hours of client contact in *each setting*
- Required MFT Trainees to have an *average* of (1) unit of supervision for every 5 hours of client contact in *each setting*.

In 1999, the LCSW program implemented its first supervision ratio² identical to that required for MFT Interns. In 2009, experience ratios for MFT Interns and ASWs were amended³ as follows:

- Required one (1) additional unit of supervision when the Intern or ASW has more than 10 hours of "client contact" in *each setting*. The ability to "average" supervision hours over the length of time worked in a setting was removed,⁴ but remain in place for MFT Trainees.

Ratios for the LPCC program are identical to that currently required for MFT Interns and ASWs.

¹ AB 1885, Chapter 1024, Statutes of 1993

² SB 1983, Chapter 589, Statutes of 1998

³ LMFT: SB 33, Chapter 26, Statutes of 2009; LCSW: SB 1077, Chapter 607, Statutes of 2003

⁴ SB 1489, Chapter 653, Statutes of 2010

Current Requirements

CURRENTLY REQUIRED SUPERVISION RATIOS		
Supervisee Type	Weekly Requirement	<i>Additional</i> Required Supervision Based on Client Contact Hours
MFT Trainee	1 unit* of supervision in each work setting	An <i>average</i> of 1 unit* of supervision for every 5 hours of “client contact” in each setting
ASW, MFT Intern, PCC Intern	1 unit* of supervision in each work setting	1 additional unit* of supervision if more than 10 hours of “client contact” in each setting

*Defined as one (1) hour of Individual supervision or two (2) hours of Group.

Examples of Current Ratios in Practice

MFT TRAINEE EXAMPLES				
		Weekly Client Contact Hours	ADDITIONAL Supervision Required*	TOTAL Supervision Units at Setting Required
Trainee A	Work Setting #1	10	1 unit	2 units
Trainee B	Work Setting #1	11	1 unit	2 units
	Work Setting #2	5	0 units	1 unit

*Additional supervision for Trainees may be an “average” over the total weeks at a work setting.

MFT INTERN, PCC INTERN, ASW EXAMPLES				
		Weekly Client Contact Hours	ADDITIONAL Supervision Required That Week	TOTAL Supervision Units at Setting Required That Week
Intern A	Work Setting #1	10	0 units	1 unit
Intern B	Work Setting #1	11	1 unit	2 units
Intern C	Work Setting #1	15	1 unit	2 units
	Work Setting #2	25	1 unit	2 units

Other States and Board of Psychology

Five of the 10 states surveyed have some type of supervision ratio, as can be seen on Attachment B. The ratios vary considerably from state to state. The California Board of Psychology does not require a specific ratio for supervision.

Questions for Consideration

1. Are current supervision ratios adequate?
2. Should supervision for MFT Trainees continue to allow “averaging” over the course of experience at a work setting?
3. For Interns and ASWs, additional supervision units become necessary as “client contact” increases. Should “client contact” be changed to “direct counseling” due to proposed changes in experience hours? Otherwise “client contact” may need to be defined.
4. If the Committee decides that Triadic supervision is an accepted modality, would that create a need to revise the ratios?

Attachments

Attachment A: Current Weekly Supervision Requirements

Attachment B: 10-State Survey – Supervision Types/Ratios

ATTACHMENT A

**CURRENT WEEKLY SUPERVISION REQUIREMENTS
LCSW, LMFT, LPCC**

WHEN REQUIRED	SUPERVISION TYPE / HOURS
1. Per week for each work setting	A <u>Minimum</u> of 1 unit* of supervision
2. RATIO - INTERNS/ASWS ONLY Per week for each work setting IF MORE than 10 hours of direct client contact	An <u>Additional</u> 1 unit* of supervision
3. RATIO - MFT TRAINEES ONLY Per week for each work setting for EVERY 5 hours of direct client contact	An <u>Average</u> of at least 1 unit* of supervision
4. Each week for 104 weeks	A <u>Minimum</u> of 1 unit* of supervision
5. 52 weeks of the 104 weeks	Must be Individual supervision only
6. LMFT and LPCC ONLY Any week during which experience is claimed	A Maximum of 6 hours (Individual or Group) may be credited

***1 unit** of supervision is defined as one (1) hour of Individual supervision or two (2) hours of Group.

Attachment B

10-State Survey – Supervision Types/Ratios

States: Colorado, Florida, Illinois, Indiana, New York, Ohio, Oregon, South Carolina, Texas, Washington

STATE	Experience Requirements	Supervision Requirements, Ratios & Types
Colorado LCSW	<ul style="list-style-type: none"> • 2 years / 3,360 hours post-degree experience that includes: • 1,680 hours of treatment, diagnosis, testing, assessment or counseling 	<ul style="list-style-type: none"> • 96 Total hours of supervision • 48 hours of <i>Individual</i> supervision
LMFT	<ul style="list-style-type: none"> • 2 years / 2,000 hours post-degree experience that includes: • 1,500 hours of face-to-face direct client contact 	<ul style="list-style-type: none"> • 100 Total hours of supervision • 50 hours of <i>Individual</i> supervision
LPCC	<ul style="list-style-type: none"> • 2 years / 2,000 hours post-degree experience 	<ul style="list-style-type: none"> • 100 Total hours of supervision • 70 hours of <i>Individual</i> supervision
Florida LCSW LMFT LPCC	<ul style="list-style-type: none"> • 2 years of post-degree experience that includes: • 1,500 hours providing psychotherapy face-to-face with clients 	<ul style="list-style-type: none"> • 52 Total hours of supervision • 26 hours of Individual supervision • 1 hour of supervision every 2 weeks • RATIO: 1 hour of supervision per 15 hours of psychotherapy • <i>Individual</i> supervision means one supervisor supervising no more than 2 interns (AKA Triadic) • <i>Group</i> supervision may include a maximum of 6 interns
Illinois LCSW	<ul style="list-style-type: none"> • 3,000 hours of post-degree experience 	<ul style="list-style-type: none"> • Approx. 72 Total hours of supervision • Average of 4 hours of supervision per month • May include <i>Group</i> supervision with a maximum of 5 supervisees
LMFT	<ul style="list-style-type: none"> • 3,000 hours / 2 years of post-degree experience that includes: • 1,000 hours of face-to-face contact with clients for evaluation and treatment 	<ul style="list-style-type: none"> • 100 Total hours of supervision • May include <i>Group</i> supervision with a maximum of 6 supervisees

STATE	Experience Requirements	Supervision Requirements, Ratios & Types
Illinois LPCC	<ul style="list-style-type: none"> 2 years full-time (or equivalent part-time) post-degree experience that includes: 960 hours providing direct face-to-face service to clients 	<ul style="list-style-type: none"> 104 Total hours of supervision 1 hour of supervision per week May include <i>Group</i> supervision with a maximum of 5 supervisees
Indiana LCSW	<ul style="list-style-type: none"> 2 years / 3,000 hours full-time paid post-degree experience that includes: At least 1,500 hours per year of direct client contact 	<ul style="list-style-type: none"> 96 Total hours of supervision Minimum 4 hours of supervision per month
LMFT	<ul style="list-style-type: none"> 2 years / 1,000 hours post-degree clinical experience 	<ul style="list-style-type: none"> 200 Total hours of clinical supervision 100 hours of <i>Individual</i> supervision <i>Individual</i> supervision means face- to-face supervision with not more than 2 individuals (AKA Triadic)
LMHC (LPCC)	<ul style="list-style-type: none"> 2 years / 3,000 hours of post-degree clinical experience 	<ul style="list-style-type: none"> 100 Total hours of supervision
New York LCSW	<ul style="list-style-type: none"> 3 years of full-time (or equivalent) post-degree clinical experience that includes: 2,000 hours of direct client contact including diagnosis, psychotherapy and assessment-based treatment planning 	<ul style="list-style-type: none"> 100 Total hours of <i>Individual</i> or <i>Group</i> supervision Supervision must be distributed appropriately over the period of the supervised experience.
LMFT	<ul style="list-style-type: none"> 1,500 hours of direct client contact 	<ul style="list-style-type: none"> Approx. 50 Total hours of supervision An average of 1 hour per week or 2 hours every other week of <i>Individual</i> or <i>Group</i> supervision
LPCC	<ul style="list-style-type: none"> 2 years / 3,000 hours post-degree experience that includes: 1,500 hours of direct client contact 	<ul style="list-style-type: none"> 104 Total hours of supervision An average of 1 hour per week or 2 hours every other week of <i>Individual</i> or <i>Group</i> supervision
Ohio LCSW	<ul style="list-style-type: none"> 2 years / 3,000 hours post-degree experience 	<ul style="list-style-type: none"> 150 Total hours of supervision RATIO: 1 hour of supervision for every 20 hours worked May include <i>Group</i> supervision with a maximum of 6 supervisees
LMFT	<ul style="list-style-type: none"> 2 years of post-degree experience that includes: 1,000 hours of client contact 	<ul style="list-style-type: none"> Total 200 hours of supervision 100 hours of <i>Individual</i> supervision May include <i>Group</i> supervision with a maximum of 6 supervisees

STATE	Experience Requirements	Supervision Requirements, Ratios & Types
Ohio LPCC	<ul style="list-style-type: none"> 2 years / 3,000 hours post-degree experience that includes: 1,500 hours of clinical counseling 	<ul style="list-style-type: none"> 150 Total hours of supervision RATIO: 1 hour of supervision for every 20 hours worked May include <i>Group</i> supervision with a maximum of 6 supervisees
Oregon LCSW	<ul style="list-style-type: none"> 2 years / 3,500 hours post-degree that includes: 2,000 hours of direct client contact 	<ul style="list-style-type: none"> 100 Total hours of supervision 50 hours of <i>Individual</i> supervision Meet at least twice a month with a supervisor for a minimum of 1 hour <i>Group</i> supervision has a maximum of 4 supervisees
LMFT & LPCC	<ul style="list-style-type: none"> 3 years of full-time, or the equivalent, clinical experience that includes: 2,000 direct client contact hours (LPCC 2,400) 	<ul style="list-style-type: none"> Approx. 100 Total hours of supervision RATIO: <ul style="list-style-type: none"> At least 2 hours of supervision for months where there are <u>45 or less</u> direct client contact hours At least 3 hours of supervision for months where there are <u>46 or more</u> direct client contact hours. Supervision must take place within the same calendar month as the direct client contact hours Be conducted in a professional setting, face to face, one to one, except: <ul style="list-style-type: none"> Up to 75 percent of the <i>Individual</i> supervision hours may be by electronic communication Up to 50 percent of the supervision may have been received in <i>Group</i>, along with no more than 6 supervisees
South Carolina LCSW	<ul style="list-style-type: none"> 2 years / 3,000 hours post-degree social work practice under clinical supervision 	<ul style="list-style-type: none"> Total 100 hours of supervision 50% of the supervision time may be in a <i>Group</i> of no more than 6 supervisees.
LMFT & LPCC	<ul style="list-style-type: none"> 2 years / 1,500 hours of supervised clinical experience that includes: 1,350 hours of direct client contact with individuals, couples, families, or groups 	<ul style="list-style-type: none"> 150 Total hours of supervision 100 hours of <i>Individual</i> supervision Acceptable modes for supervision of direct client contact are the following: <ul style="list-style-type: none"> <i>Individual</i> supervision: Max. 2 supervisees present for at least 1 hour (AKA Triadic) <i>Group</i> supervision: Max. 4 supervisees present for at least 1.5 hours

STATE	Experience Requirements	Supervision Requirements, Ratios & Types
Texas LCSW	<ul style="list-style-type: none"> 2 years / 3,000 hours of post-degree clinical experience 	<ul style="list-style-type: none"> 100 Total hours of supervision RATIO: 1 hour of supervision for every 40 hours worked If supervisee works full time, minimum 4 hours supervision per month, taking place an average of twice a month. If supervisee works part time, minimum 2 hours supervision per month, taking place an average of once a month. May include <i>Group</i> supervision with a maximum of 6 supervisees
LMFT	<ul style="list-style-type: none"> 2 years / 3,000 hours of post-degree experience that includes: 1,500 hours of direct clinical services 	<ul style="list-style-type: none"> 200 Total hours of supervision 100 hours of <i>Individual</i> supervision 1 hour of supervision every 2 weeks Maximum of 50 hours of supervision by telephonic or electronic media May include <i>Group</i> supervision with a maximum of 6 supervisees
LPCC	<ul style="list-style-type: none"> 1.5 years / 3,000 hours of post-degree experience that includes: 1,500 hours of direct client counseling 	<ul style="list-style-type: none"> 72 Total hours of supervision 4 hours per month of face to face or live Internet webcam supervision 50% of the total hours of supervision can be live Internet webcam supervision 50% of the total hours of supervision may be received in <i>Group</i> supervision, with up to 50% live Internet webcam supervision
Washington LCSW	<ul style="list-style-type: none"> 3 years / 4,000 hours post-degree experience that includes: 1,000 hours of direct client contact 	<ul style="list-style-type: none"> 130 Total hours of supervision 60 hours of <i>Individual</i> supervision May include <i>Group</i> supervision with a maximum of 6 supervisees
LMFT	<ul style="list-style-type: none"> 2 years / 3,000 hours of post-degree experience that includes: 1,000 hours of direct client contact 	<ul style="list-style-type: none"> 200 Total hours of supervision 100 hours of <i>Individual</i> supervision May include <i>Group</i> supervision with a maximum of 6 supervisees
LPCC	<ul style="list-style-type: none"> 3 years full-time or 3,000 hours of post-degree experience that includes: 1,200 hours of direct counseling 	<ul style="list-style-type: none"> 100 Total hours of supervision May include <i>Group</i> supervision with a maximum of 6 supervisees

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To: Committee Members **Date:** October 7, 2014
From: Rosanne Helms **Telephone:** (916) 574-7897
Legislative Analyst
Subject: Should MFT Interns Be Required to Gain Any Supervised Experience Hours under an LMFT?

Introduction

As part of their experience required toward licensure, the Board's Associate Social Worker (ASW) applicants must gain at least 1,700 hours of their 3,200 experience hours under the supervision of a licensed clinical social worker.

The remaining required experience hours may be gained under a licensed psychologist, marriage and family therapist, licensed professional clinical counselor, or physician certified in psychiatry by the American Board of Psychiatry and Neurology.

Stakeholders have asked the Board to consider if a similar requirement might be beneficial for marriage and family therapist interns (MFT interns). Currently, MFT interns must obtain at least 3,000 hours of supervised experience. However, there is no requirement that a specific number of hours of experience be gained under a licensed marriage and family therapist.

Examination of Trends

In order to examine trends of how many experience hours MFT interns are gaining under licensed psychologists, LMFTs, LCSWs, LPCCs, or psychiatrists, respectively, Board staff randomly surveyed files of 100 LMFT applicants who recently obtained exam eligibility.

Some key findings from the survey sample are as follows:

- On average, MFT interns are gaining the majority of their hours (2,000, on average) under the supervision of an LMFT.
- The next most common licensed supervisors utilized are LCSWs, with an average of 750 experience hours gained per applicant under their supervision.
- Approximately 64% of MFT interns gain at least 1,700 experience hours under the supervision of an LMFT.

- Approximately 75% of MFT interns gain at least 1,000 experience hours under the supervision of an LMFT.
- Approximately 10% of MFT interns did not gain any experience hours under the supervision of an LMFT.

These findings lead to a conclusion that most MFT interns gain a large proportion of their experience hours under the supervision of an LMFT. However, a small percentage of MFT interns gain few or no hours under the supervision of an LMFT.

Professional Clinical Counselor Interns

Like MFT interns, professional clinical counselor interns (PCC interns) currently are not required to be supervised by an LPCC for a specific number of hours.

However, because LPCCs are a new license, there are few LPCCs that currently qualify as supervisors. (Supervisors must have been licensed for at least two years). Therefore, imposing such a requirement on PCC interns at this time could create a barrier to licensure. Staff recommends that adding such a requirement for PCC interns either be considered at a later date, or added with a significant delayed implementation.

Recommended Action

Conduct an open discussion regarding whether or not MFT interns should be required to gain a specific number of their required experience hours under the supervision of an LMFT.

Attachments

Attachment A: Data on Supervised Experience Hours by Supervisor License Type

